

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
DECEMBER 2014



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378	357	370	337	287	315							2044
Number of Complaints Drafted	162	143	115	117	92	140							769
% of inquiries drafted	43%	40%	31%	35%	32%	43%							37%
Employment	125	118	90	78	71	107							589
Housing (Real Estate)	21	17	14	12	16	17							97
Public Accommodation	14	7	9	20	3	13							66
Credit	1	0	1	0	0	0							2
Education	1	0	1	5	2	3							12
Unknown	0	0	0	0	0	0							0
Number of Complaints Formalized	95	103	71	96	71	64							500
Employment	60	85	47	70	43	48							353
Transferred from EEOC*	0	10	1	0	0	0							11
Housing (Real Estate)	23	9	17	20	18	8							95
Transferred from HUD**	4	1	5	4	1	1							16
Public Accommodation	12	9	7	5	10	5							48
Credit	0	0	0	1	0	0							1
Education	0	0	0	0	0	3							3

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378	357	370	337	287	315							2044
Region 1	41	32	35	40	33	26							207
Region 2	40	23	38	27	26	28							182
Region 3	30	29	35	28	22	24							168
Region 4	11	11	12	17	17	8							76
Region 5	180	177	138	138	124	157							914
Region 6	18	33	31	19	17	23							141
Region 7	10	10	15	9	10	9							63
Region 8	25	19	24	22	16	21							127
Region 9	17	17	35	29	20	14							132
Unknown/Out of State	9	6	7	8	2	5							37

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
% of Aged Cases by Area													
Employment	12%	10%	9%	19%	19%	18%							15%
Housing (Real Estate)	0%	10%	16%	16%	17%	8%							11%
Public Accommodation	19%	16%	14%	18%	13%	15%							16%
Credit	0%	0%	0%	50%	50%	0%							17%
Education	31%	34%	30%	29%	29%	9%							27%
Open Cases by Area													
Employment	701	759	762	781	780	793							
Housing (Real Estate)	75	67	63	55	63	63							
Public Accommodation	98	104	104	100	107	112							
Credit	1	1	1	1	2	2							
Education	39	39	43	31	28	29							

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Number of Cases Closed	80	44	59	78	63	43							367
Employment	63	24	28	42	44	32							233
Housing (Real Estate)	5	18	20	23	14	9							89
Public Accommodation	5	2	8	8	2	1							26
Education	7	0	3	5	3	1							19
Credit	0	0	0	0	0	0							0
Type of Closure													
NPC	58	13	32	42	39	29							213
CWS	10	9	9	21	14	5							68
CW	6	5	2	3	3	1							20
AD	4	14	16	11	7	6							58
FO	2	2	0	1	0	2							7

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3	2	0	7	9	1							22
Employment	3	1	0	5	5	1							15
Housing (Real Estate)	0	0	0	1	4	0							5
Public Accommodation	0	1	0	1	0	0							2
Education	0	0	0	0	0	0							0
Credit	0	0	0	0	0	0							0
Active Cases													
Employment	34	34	34	34	34	40							
Housing (Real Estate)	12	7	12	12	12	11							
Public Accommodation	7	3	7	7	7	6							
Education	4	5	4	4	4	5							
Credit	0	0	0	0	0	0							
Average Age of Cases since NOF*	287	298	332	312	295	298							

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Schaffer, D. v. Mama Rosas Pizza Express is an employment case based on perceived disability and pregnancy. Complainant alleged that Respondent perceived her as being disabled because of her pregnancy.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Vaughn, S. v. R and R Bar & Grill, LLC is an employment case based on sex. Complainant alleged that she was subjected to sexual harassment. The case was closed with a Settlement.

Shanta, D. v. Les Brothers Restaurant & Pancake House is an employment case based on sex. Complainant alleged that she quit due to being subjected to sexual harassment. The case was closed with a Settlement.

Articles of Interest:

Crispus Attucks student to receive 2015 Passing the Torch Award (December 30, 2014, MLKIHC Newsroom)

<http://www.in.gov/mlkihc/2374.htm>

ICRC, MLKIHC to lead Dr. King Day of Service Jan. 16th (December 29, 2014, MLKIHC Newsroom)

<http://www.in.gov/mlkihc/2373.htm>

Bella Vita Restaurant in Indianapolis faces discrimination charge (December 18, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2840.htm>

“Civil Rights and Administrative Law” seminar set for Jan. 30 (December 18, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2837.htm>

Cordia Senior Living to pay \$40,000 to resolve EEOC Retaliation Lawsuit (December 18, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/12-18-14.cfm>

24th Annual Dr. Martin Luther King, Jr. Indiana Holiday Celebration (December 16, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/local/article_b1396766-84a0-11e4-95c2-9bd72692098a.html

EEOC and Sherman Howard conciliate discrimination charge (December 15, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/12-15-14.cfm>

EEOC's St. Louis District Office to sign outreach agreement with Mexican Consulate (December 10, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/12-10-14a.cfm>

Mama Rosas Pizza in Evansville, Ind. charged with discrimination (December 9, 2

014, ICRC Newsroom)

<http://www.in.gov/icrc/2835.htm>

Discrimination charge issued against Pedcor Management in Indianapolis, Ind. (December 8, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2834.htm>

VU hosts forum on civil rights in Northwest Indiana (December 7, 2014, NWI Times)

http://www.nwitimes.com/news/local/porter/valparaiso/vu-hosts-forum-on-civil-rights-in-nwi/article_fc5af0a5-5b5e-5aa1-bd33-24d91f857c1b.html

Few discrimination complaints filed in Tippecanoe County (December 6, 2014, Journal and Courier)

<http://www.jconline.com/story/news/2014/12/06/discrimination-complaints-filed-tippecanoe-county/20007973/>

Supreme Court justices hear pregnancy discrimination case (December 4, 2014, CBS Chicago)

<http://chicago.cbslocal.com/2014/12/04/supreme-court-justices-hear-pregnancy-discrimination-case/>

Indiana employers faced with discrimination charges (December 2, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2832.htm>

Ball State students transform local Freedom Bus into traveling civil rights museum (December 2, 2014, BSU Newsroom)

<http://cms.bsu.edu/news/articles/2014/12/ball-state-students-advance-work-on-local-freedom-bus>

ICRC Executive Director issues multiple charges against Bloomington, Ind. property (December 1, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2831.htm>